

SECRET

DD/561-4317
14 DEC 1961

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH : Deputy Director (Support) 151 LKM-15 KLM/61

61-8321/1

SUBJECT : Promotion of Junior Officer Trainees

REFERENCE : Memo for DCI fr IG dtd 20 Oct 61 (ER 61-8321), subject:
Junior Officer Training Program (attached)

1. This memorandum submits a recommendation for your approval. Such recommendation is contained in paragraph 4.

2. In referenced memorandum the Inspector General called attention to the relatively slow rate of Junior Officer Trainee promotions. You approved the Inspector General's proposal that this problem be studied by the Career Council with a view to developing an Agency policy.

3. At a meeting held on 30 November the Career Council recommended that

a. as a guide for the advancement of JOT's the Agency should adopt a standard (not automatic) rate of progression so that from the entrance-on-duty grade of GS-7 the individual JOT should normally expect to be promoted to GS-11 in a period of approximately three and one-half years. Individual JOT's whose promotions do not keep pace with this Agencywide norm should be informed specifically concerning the reasons therefor, e.g., problems of individual adjustment, performance or conduct; and,

b. the Personnel Development Board should study the extent to which the standards for promoting JOT's might be made applicable to other junior professional officers. The findings developed by the Personnel Development Board would be prepared for the consideration of the Career Council.

4. It is recommended that you approve the proposals made by the Career Council as outlined in paragraph 3 above.

/s/ Emmett D. Echols

Emmett D. Echols
Director of Personnel

Attachment: A/S

The proposals in paragraph 3 are approved.

Signed C. P. CABELL

18 DEC 1961

C. P. Cabell
General, USAF

Deputy Director of Central Intelligence

18 DEC 1961
Date

O&2-D/Pers (w/ref); 1 - DDCI; 1 - DDI; 1 - DDP; 1 - DDS; 1 - ER; 1 - DTR; 1 - D/CO

1 - D/Pers (w/held) OD/Pers/ [] (14 Dec 61)

1 - POD; 1 - PLANS Staff

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